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(CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Fourth periodic reports of States parties

SWEDEN*

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For the initial report submitted by the Government of Sweden, see CEDAW/C/5/Add.8; for its consideration by the Committee, see CEDAW/C/SR.18 and 19, and Official Records of the General Assembly, Thirty-ninth Session, Supplement No. 45 (A/39/45), paras. 200-245. For the second periodic report submitted by the Government of Sweden, see CEDAW/C/13/Add.6 and Corr.1; for its consideration by the Committee, see CEDAW/C/SR.125 and 127, and Official Records of the General Assembly, Forty-third Session, Supplement No. 38 (A/43/38), paras. 720-776. For the third periodic report submitted by the Government of Sweden, see CEDAW/C/18/Add.1; for its consideration by the Committee, see CEDAW/C/SR.226, and Official Records of the General Assembly, Forty-eighth Session, Supplement No. 38 (A/48/38), paras. 474-522.

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INTRODUCTION

The Fourth Report by the Government of Sweden on the measures taken to give effect to the Convention on the Elimination of All Forms of Discrimination against Women confines itself to developments in the field of equality between women and men up to 31 December, 1995.

Developments described in the summary record of the 226th meeting of the Committee on the Elimination of Discrimination against Women (CEDAW/C/SR.226, 8 February 1993), when the Third Report from Sweden was considered by the Committee, are not repeated in this report.

Consequently, some Articles and sub-paragraphs of the Convention are not commented upon since no new measures have been taken.

The Development in General

In 1994, Parliament adopted the Government Bill on Equality between Women and Men "Shared Power - Shared Responsibility". The Bill was a follow-up to the 1991 Bill, which was described in Sweden's oral statement during the consideration of the third report and which contained a proposal for a new Act on Equality between Women and Men. The 1994 Bill further developed the goals and policy for equality and set the agenda for the years ahead.

The main content of the 1994 Bill concerned proposals concerning the distribution between women and men in decision-making and the gender differences in access to economic power at the individual as well as at the family and the societal level (see under Article 13, sub-paragraph (b)). The Bill also contained proposals for amendments in the Act on Equality between Women and Men (see under Article 2, sub-paragraph b).

The overall goal for equality in Sweden remains. This means that women and men should have the same rights, obligations and possibilities in all areas of their lives. In the 1994 Bill, this overall goal was further developed and concretized as follows:

- An equal distribution of power and influence between women and men.
- The same possibilities for women and men to achieve economic independence.
- Equal terms and conditions for women and men regarding entrepreneurship, work, terms of employment, conditions in working life and opportunities for development at work.
- Equal access for girls and boys, women and men, to education, including the same opportunities to develop personal ambitions, interests and talents.
- Equal responsibilities for women and men for housework and for children.
- Freedom from gender specific violence.

Equality betwen women and men continues to be regarded and treated as an important area of Government policy and the consensus among the major political parties on the goals for the policy in this field remains.

Since 1994 the Swedish Government consists of an even number of women and men. This balance is a deliberate choice by the Prime Minister in order to set an example for the promotion of women in decision-making in all areas of society. After the general elections in 1994, the number of women in Parliament increased from 33 to 40 per cent.

Although much has been achieved in Sweden as regards equality, much still remains to be done. Women and men in Sweden work almost to the same extent. They have ample possibilites to combine parenthood with work. Nevertheless, women and men still in many ways have different conditions both in the labour market and at the work places. Women bear the main responsibility for the work with home and children. The vertical and horisontal sex segregation of the labour market continues to be one of the major obstacles to equality. The

Government has taken several actions to counteract this situation. These actions will be described under Article 11. The improvement of the situation of women in the labour market is a priority for the policy for equality.

Mainstreaming

The Government has declared that the integration of a gender perspective (mainstreaming) in all its work is a top priority. This means that each Ministry must analyse its work from a gender perspective and make proposals that take into account women's and men's different conditions in society. Various methods and tools are being developed by the Equality Affairs Division to facilitate mainstreaming within the Cabinet Office. For example, all official committees of inquiry have been charged with the task of analysing their work from a gender perspective and to integrate such a perspective in their various proposals to the Government. Official statistics is now segregated by sex. All Ministers, Secretaries of State and other higher officials in the Cabinet Office have taken part in a specially designed training course on equality. This training course is also being offered to other higher civil servants, such as the Heads of Universities, the County Governors etc.

The underlying reason for the above is the conviction that the objectives for equality cannot be developed in isolation. They must be integrated into all policy areas - at all levels of society. Mainstreaming must be recognized as an important means to achieve the common goal of equality between women and men. Along with the strategic work of mainstreaming, special measures and positive action is necessary in order to strengthen the position of women both in the labour market and elsewhere.

The National Machinery for Equality

As stated in Sweden's previous reports all Government Ministers are required to pay regard to equality between women and men in the fields for which they are responsible.

The overall responsibility for equality affairs is (November 1995) exercised by the Deputy Prime Minister and Minister for Equality Affairs, Ms. Mona Sahlin. Formerly this function was exercised by the Deputy Prime Minister and Minister of Health and Social Affairs, Mr. Bengt Westerberg.

Some changes in the organization of the equality work have consequently been made within the Cabinet Office.

The Equality Affairs Division is now politically under the auspices of the Deputy Prime Minister but belongs departmentally to the Ministry of Health and Social Affairs. Its tasks remain the same, i.e. it has a coordinating role within the Government and the responsibility for executing the various measures and activities that are part of the policy for equality. It is also responsible for the preparation of various governmental decisions.

The Equal Opportunities Ombudsman continues her work. This work is described under Article 2.

The Council on Equality Issues remains the same, with 32 bodies represented in the Council.

The Delegation on Equality between Women and Men was formed in December 1994. The Minister for Equality Affairs has selected persons to advise her on equality issues. These persons serve in the Delegation in their individual capacities.

The work of the Inter-Ministerial Committee remains the same, i.e. the Secretary of State responsible for Equality Affairs meets regularly with each of the other Secretaries of State. The purpose of these meetings is to discuss current equality issues, particularly in connection with the drawing up of the annual national budget.

The Working Party on the Role of Men was, in 1992, replaced by another Government appointed working group entitled Fathers, Children and Working Life, whose sole task was to address men's use of parental benefits and the obstacles in the labour market that prevent men from taking paid parental leave. The working group delivered its concluding report on 10 December 1994, after which the group was dissolved. The work on the role of men continues, however.

Part I

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Reference is made to Sweden's Second Report.

Article 2

> States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women ...

The provisions under the present Article have until January 1, 1992, been mainly implemented through the Act on Equality Between Men and Women at Work, which entered into force in 1980. This Act, generally known as the Equal Opportunities Act (the EqA), as well as relevant Articles of the Swedish Constitution were described in Sweden's Second Report.

After 10 years in force, the EqA and its implementation was subject to an evaluation which was performed by a Government Committee. A description of the evaluation-report, which was presented to the Government in June 1990, was provided in the Third Report from Sweden.

As a result of this evaluation and a subseqent proposal by the Swedish Government (Gov. Bill 1990/91:113) a new and stronger Equal Opportunities Act was adopted in 1991 and entered into force on January 1, 1992 (Swedish Code of Statutes, SFS, 1991:433). The new Act was described in Sweden's oral statement during the consideration of the third report. See the summary record of the 226th meeting (CEDAW/C/SR.226, 8 February 1996).

Certain reinforcing amendments to the new EqA were proposed by the Swedish Government in 1994 (Gov. Bill 1993/94:147). They entered into force on July 1, 1994 (SFS 1994:292). A description of these amendments will be provided under Article 2, sub-paragraph (b) An account of the recent work (as from the financial year 1992/93) of the Equal Opportunities Ombudsman (the EqO) will be provided under sub-paragraphs (c) and (e).

Article 2

States Parties ... undertake:

2 (a)	To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

Reference is made to Sweden's previous reports.

Article 2

States Parties ... undertake:

2 (b)	To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

Questions concerning violence against women will be dealt with under Article 6.

Recent alterations of the EqA

Concerning the new EqA reference is made to Sweden's previous reports and the summary record of the 226th Meeting (CEDAW/C/SR.226).

In the following a summary of the recent amendments - which entered into force on July 1, 1994 - of the EqA will be presented.

- Since July 1, 1994, employers have to take active steps to promote equality even if there is a collective agreement in force. Accordingly, the provision prescribing that rules laid down in a collective agreement can replace the obligation of employers to work actively towards equality and draw up plans of action for the work aimed at promoting equality at the workplace has been amended.

The main reason for this amendment was the fact that the objectives set forth in previous Goverment Bills - inter alia the breaking up of the sex-segregated labour market - had not yet, by 1994, been obtained by voluntary settlement. Though some progress, the sex-segregation of the labour market still remained.

In 1990, a similar amendment was proposed in the evaluation-report on the EqA. However, this proposal was later dismissed by the Government (Gov. Bill 1990/91:113), which did not find enough strong reasons to oppose the long-standing Swedish tradition of giving exclusive right to the parties on the labour market to oversee compliance with and decide upon the contents of collective agreements.

- Another amendment is that the EqO's task overseeing compliance with the EqA has been extended correspondingly. In other words, the EqO's field of superintendence now cover the entire labour market, regardless of existing collective agreements.

This amendment means inter alia that the EqO to a greater extent can order employers, under penalty of a fine, to follow the provisions of the Act. Moreover, it gives the EqO a more complete view of the situation on the labour market. Previously, the EqO could only superintend a small part of the employers, since collective agreements cover nearly the entire labour market.

This amendment, which also has its origin in the above evaluation-report, does not mean, however, that the EqO shall oversee compliance with collective agreements. Still that task is to be fulfilled by the parties themselves.

- A third amendment of the EqA is the introducing of a new provision concerning pay discrimination. Since July 1, 1994, an employer who employs ten or more employees annually has to make a survey of pay differentials between women and men at the workplace. This survey as well as the measures that the employer plans to take as a result of the survey have to be included in the annual plan of action, which the employer must draw up and submit to the EqO on request.

The purpose of this provision is to make visible non-objective differences in pay at individual workplaces. Increased visibility creates, according to the Government, the necessary conditions for improvements.

This provision emanates from a report on pay differentials and pay discrimination undertaken by a Goverment Committee in 1993 (SOU 1993:7). This report will be described under Article 11. 1, sub-paragraph (d)

- Finally, if the EqO presents the case for a private individual by virtue of the EqA, she (or he) may now in the same legal proceedings present the case regarding another matter for this person.

According to the 1994 Government Bill, this alteration was made for practical reasons. It means inter alia that the EqO, when presenting a case before the Labour Court, alternatively can refer to other legislation than the EqA, for example the Parental Leave Act, to give support to a claim. Hereby the EqO will no longer be hindered to refer to all circumstances regarded as relevant in the case. Furthermore, the amendment makes it possible to accumulate different claims in the same legal proceedings.

Article 2

States Parties ... undertake:

2 (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

Discrimination complaints

The duties of the EqO were described under this Article in Sweden's Second Report.

However, there have been some changes as regards the composition of the staff, which, since January 1, 1996, consists of fourteen employees. These are the Ombudsman and the Deputy Ombudsman (jurists with main responsibility for the work of the Office), two jurists (responsible for cases on sex discrimination), two social scientists (working with job-evaluation), three administrative officers (working with active measures), one information officer (working inter alia with the quarterly journal), one secretary (assisting the EqO and her deputy), one secretary (assisting the remaining administrative officers), one clerical officer (handling financial issues) and one receptionist.

As a result of the reinforced EqA there has been a focus on sex discrimination during the 1990s, and the number of complaints have increased steadily year by year. In 1993 and 1994 the number of complaints received by the EqO were 72 and 116 respectively. The corresponding figure for 1995 was 167.

Other reasons, beyond the stronger legislation, for the increasing number of complaints are, firstly, that the disseminating of information on sex-discrimination undertaken by the EqO has become more and more successful,

and, secondly, the fact that cases on sex discrimination have got more publicity in mass media - especially those cases brought to the Labour Court (see below).

The enlarged visibility of pay differentials, which is a result of the amendments of the EqA described under Article 2 (b), has brought about a change in the distribution of complaints. Accordingly, in 1994 the number of complaints concerning pay discrimination exeeded for the first time the number of complaints concerning discrimination in connection with appointments.

In 1993 there were 28 (39 %) complaints on appointments, 15 (21 %) complaints on pay discrimination and, finally, 29 (40 %) complaints on other issues (such as employment, transfers, direction of the work, sexual harassment). In 1994 the corresponding figures were 34, 43 and 39 respectively.

Finally, in 1995 there were 51 complaints on appointments, 81 complaints on pay discrimination and 44 complaints on other issues. Statistics for 1995 include, however, 388 complaints on pay discrimination initiated collectively - in the form of a group claim - by women employed at the Social Insurance Office in Gothenburg, as well as several other group claims. In all, the complaints in 1995 concerned abo·r 910 individuals.

In 1993 a total of 69 cases on sex discrimination were concluded. In all, nine cases were settled out of court (one by the EqO and eight by the parties on the labour market), 19 cases were withdrawn and 39 cases were dismissed. Finally, one case, which concerned appointment in the public sector, was finished after trial. In this case the Court decided that discrimination on the grounds of sex had taken place. The case, which concerned two women, were brought to the Court by a trade union.

During the following year (1994) no cases on sex discrimination were brought to the Labour Court. Of the 75 cases concluded, 22 were settled out of court (five by the EqO, 16 by the parties on the labour market and one by those directly concerned) and 12 were withdrawn. Finally, 41 cases were dismissed.

In 1995 a total of 139 cases on sex discrimination were concluded. 15 cases were settled out of court (eight by the EqO and seven by the parties on the labour market), 21 cases were withdrawn and 101 cases were dismissed. Finally, the Labour Court passed a judgement in two cases. In the first case (on pay dicrimination), which was brought to court by the EqO, the Court came to the conclusion that unlawful discrimination on the grounds sex had taken place (see under the next title). The other case, which concerned sexual harassment, was lost by a trade union. Finally, in 1995, there was another case going on concerning pay discrimination. The judgement in this case will be passed in the spring of 1996.

About two thirds of the cases on sex discrimination concern the public sector. A major part of the complaints is made by women in the public sector. In 1995, for instance, only 20 out of 167 complaints were made by men.

A case on pay discrimination

As mentioned above, the Swedish Labour Court passed a judgement concerning pay discrimination in December, 1995. This was the first case of the EqO on equal pay for work of equal value, since the new EqA entered into force. The question at issue was whether unlawful discrimination on the grounds of sex existed between one female and two male economists working in a Swedish municipality.

The Court referred inter alia to Section 18 of the EqA which prescribes that unlawful discrimination on the grounds of sex shall be considered to exist when an employer pays a lower salary to a worker than to other workers of the opposite sex for performing work that is rated as equal or of equal value. The presumption for discrimination is rebutted, if the employer can show that the differences in pay are attributable to differences in the workers' objective qualifications for their work or at least that the differences are not, either directly or indirectly, related to the sex of the employees.

The Labour Court concentrated upon the difference in pay between the female economist, who is employed in the municipality's Urban Planning Department, and the best payed male economist, who is engaged in the municipality's Social Services Department.

The Court arrived at the conclusion that the EqO had shown that the work of the two economists is of equal value within the meaning of the EqA. The EqO's evaluation of the two economists' work was based on criteria set forth in the preparatory works of the Act, that is knowledge and ability (skills), amount of work (effort), responsibility and working conditions (Gov. Bill 1993/94:147 pp. 51-55).

Moreover, the Labour Court came to the conclusion that the municipality had failed to show that the two economists differed in their objective qualifications for their work or any other objective reason unrelated to their sex. Conseqently, it finally came to the conclusion that unlawfaul discrimination had taken place.

Composition of the courts

Of the 84 permanent and non-permanent members of the Labour Court 32 were women in 1995 (38 per cent). The number of women had increased since 1992, when the corresponding figure was 26 (29 per cent).

In 1995, there were 58 (20 per cent) female and 228 (80 per cent) male permanent judges in the general administrative courts. In the general courts there were 133 women (18 per cent) and 604 man (82 per cent) respectively. The gender distribution in these courts has not changed during the period. However, the number of women is still, as mentioned in the previous report, expected to increase in the future, since there is a very large proportion of women graduating from law school.

Article 2

States Parties ... undertake:

2(d) To refrain from engaging in any act or practice of discimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

Reference is made to the previous reports from Sweden.

Article 2

State Parties ... undertake:

2(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;

As a result of the reinforced legislation (see sub-paragraph (b)), there has also been a dramatic increase of cases concerning failures by employers to take active steps to promote equality at workplaces, in accordance with the EqA. In the fiscal year of 1992/93 the number of cases was 203 and in the following fiscal year it was 386. Finally, in the fiscal year of 1994/95 a total of 1303 cases were registrated. Cases concerning active measures can be initiated partly through notification, partly by the EqO. Initiatives taken by the EqO, for example examination of plans of action, have become more and more predominant.

The EqO's supervising work in this field is mainly carried out through examination of employers by occupational field. Such examinations have increased in number and have become more far-reaching since the provision making it incumbant for an employer with more than nine employers to submit a plan for equality at the workplace annually entered into force. In the fiscal year

of 1992/93 the EqO undertook the first systematic examination, directed towards 60 companies. As a result of this examination all companies agreed, though in some cases after hard pressure, to draw up and submit plans of action.

A subsequent examination was directed partly towards 50 companies each having 200-300 employees, partly towards 130 Swedish municipalities. Because of the fact that one municipality refused to submit a plan of action, the Equal Opportunities Commission ordered the defaulting part under penalty of a fine to fulfill its obligations. In the fiscal year of 1994/95 the EqO undertook examinations directed towards 74 organisations (17 employers associations and 57 trade unions) and the Parliamentary Parties.

The EqO has also been deeply engaged in information and support to employers on ways and means to fulfill the obligation to make a survey of the pay differences at the workplaces. In 1995 the EqO was inter alia at work with a handbook on active measures which will be published in 1996.

Article 2

States Parties ... undertake:

2(f)	To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

Reference is made to the previous reports from Sweden.

Article 2

States Parties ... undertake:

2(g)	To repeal all national penal provisions which constitute discrimination against women.

Reference is made to Sweden's Second Report.

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Reference is made to Sweden's Second Report, Article 2 and 3. In addition the following needs to be mentioned:

Promoting and protecting human rights throughout the world is an important part of Swedish foreign policy. Sweden was one of the first countries to ratify the Convention on the Elimination of all Forms of Discrimination against Women on 2 July, 1980. The Convention entered into force in Sweden on 3 September 1983.

In Sweden international undertakings have to be implemented by incorporation or transformation into internal law or administrative regulations. Therefore a convention cannot be directly invoked by individuals or enforced by Swedish courts. To implement a convention, Swedish law must be adapted, where necessary, to its articles.

As has been described in this and previous reports women's rights in Sweden are safeguarded by several laws.

Over the years, Sweden has been working for the integration of women's human issues into the UN's human rights programmes.

Insistence on the importance of compliance with undertakings made by States which are parties to international conventions, the adoption of the Declaration on the Elimination of Violence against Women and the decision to appoint a Special Rapporteur on Violence against Women are examples of issues where Sweden has applied strong pressure.

Sweden has also worked very actively during the UN World Conferences to promote and strengthen human rights commitments.

Sweden actively participates in efforts to ensure that the United Nations General Assembly, the UN Commission on Human Rights and the UN Commission on the Status of Women adopt decisions and resolutions which safeguard the respect for women's rights in every way.

Sweden considers it important that more countries accede to and ratify the internationals human rights treaties. It is vital that States respect and implement the obligations which they have undertaken. The Convention on the Elimination of Discrimination against Women has been seriously undermined by reservations that are contrary to international treaty law. Sweden strongly objects and will continue to object to such reservations. In certain cases, reservations are so far-reaching that Sweden will seriously consider whether to accept the entry into force of treaties between Sweden and reserving States.

The consideration of the question of women's enjoyment of human rights and sex related human rights crimes by other treaty bodies, for example the Committee on the Elimination of Racial Discrimination and the Committee on the Rights of the Child is also an issue to which Sweden attaches great importance. Sweden is of the opinion that the United Nations should clearly intensify its efforts concerning women's human rights in UN programmes as a whole, and also, more specifically, in UN development assistance programmes and advisory services.

Article 4

4.1 Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

Reference is made to the previous reports from Sweden.

Article 4

4.2 Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

The Swedish Child-Care Leave Act and the National Insurance Act as regards the Parental Benefit were described in detail under Article 4.2 in the Second Report from Sweden. Certain amendments of the above Acts were described in the previous report.

On July 1, 1994, the provisions on the parental insurance scheme were amended so as the 90 days of parental leave with parental benefit on a guaranteed level of SEK 60 were withdrawn. Instead families got a child care allowance at a maximum of 2000 SEK a month for children 1 to 3 years old. The families whose children were in child care, subsidised by the municipality, got a reduced allowance. The purpose of the child care allowance was to lighten the financial burden for families who choose to have one parent at home taking care of small

children. However, the "guarantee days" - then with an increased benefit level of SEK 64 - could be used until the end of 1994 for children 1 to 3 years old. And for children 3 years and older these "guarantee days" could be keeped until July 1, 1996.

On January 1, 1995, a very important step to promote fathers use of parental leave was taken, namely the introducing of a "father's month", meaning that the father will have an exclusive right of thirty days of parental leave with parental benefit which cannot be transferred to the mother. This means that if the father does not use his "father's month" the family will lose that month. The mother, too, has this exclusive right of thirty days.

The provisions on child care allowance were abolished, and the ninety "guarantee days" were reintroduced. The guaranteed benefit level was, however, reduced to SEK 60 a day.

Moreover, it was described that parental benefit will apply for twelve months, six for the father and six for the mother. A parent may, however, declare in writing that he or she gives up the right to parental benefit, including the "guarantee days", to the other parent, except for the above exclusive right of thirty days which are not transferable.

Furthermore, the compensation level was reduced to 80 per cent of gross income for 300 days, but remained at 90 per cent for 60 days. These are the two 30-day-benefits which are reserved especially for the mother and the father respectively. Temporary parental benefit could from January 1, 1995, be transferred from the parents to any other person who stays home from work to care for the child.

On July 1, 1995, the two "contact days", described in Sweden's Second Report, were withdrawn. Hereby parents lost their right to parental benefit for two days a year to visit the child's day care centre, recreation centre or school, between the child's 4th and 12th birthday.

On January 1, 1996, the compensation level was reduced to 75 per cent of gross income for 300 days and 85 per cent for 60 days, that is the father's and the mother's month respectively.

Statistics showing how fathers and mothers make use of the benefits under the parental-benefit scheme will be given under Article 5, sub-paragraph (b).

Article 5

States Parties shall take all appropriate measures:

5 (a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;

As mentioned in Sweden's Third Report, the changing of attitudes and prejudices is still an important part of the equality-promoting endeavours in Sweden.

Since 1994 questions concerning equality between women and men have been under the auspices of the Deputy Prime Minister. Hereby equality issues have got a higher status than before, as well as increased visibility in the media. The Equality Affairs Division continues its work to disseminate information and arrange conferences and seminars.

A number of official bodies and private organisations continues to take part in the forming of public opinion by disseminating information on the rights and obligations of men and women and other equality issues. Statistics Sweden (SCB), as mentioned in Sweden's previous reports, plays an important roll in providing sex-segregated statistics.

The EqO continues to disseminate information about the EqA and other issues related to women in the labour market. During 1992-1995 a great number of reports, handbooks and other publications was published. Two handbooks, beyond the above handbook on active measures, were published in the fiscal year of 1994/95, one on pay discrimination and another on job evaluation.

The circulation of the quarterly journal, which was mentioned in Sweden's Second Report, has increased from about 17 000 in 1986 to between 25 000 and 30 000 in the fiscal year of 1994/95. The total number of press cuttings concerning the EqO's work increased from more than 800 in 1992/93 to about 2200 in 1994/95. The increase of press cuttings is mainly due to the intensification of the work on pay differentials and job evaluation which represented 433 press cuttings in the fiscal year of 1994/95. Many press cuttings (a number of 485) concern the above mentioned plans of action which employers with more than nine employees must draw up and submit to the EqO on request.

Sex discriminatory advertising

In the last few years many investigations have been made on sex-discriminatory advertising. Many proposals on reinforced legislation in this field have been given as well.

The Government handled the question of sex-discriminatory advertising in a recent Bill to Parliament (Gov. Bill 1994/95:123). The main problem dealt with in this context is whether any legis'ation against sex-discriminatory advertising means an unconstitutional restriction of the freedom of speech and the freedom of press. The Government came to the conclusion that prohibitions in this field require amendments of both the Instrument of Government and the Freedom of Press Act. After having made this conclusion the Government has stated that it will closely follow the developments in this field. If necessary, the Government is prepared to take up the issue of legislation again.

Article 5

States Parties shall take all appropriate measures:

5 (b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

The goal of the Swedish Government's family policy is to enable all children to grow up in a secure and stimulating environment, and to help the parents raise their children in the best possible way.

Children are entitled to good contact with both their parents, while parents have a right to personal development and an independent livelihood. Parents and children should have enough time to spend with each other, at the same time enjoying a reasonable economic standard.

Financial support to families and access to good child care enable both parents to combine parenthood with gainful employment. This is probably one reason why Sweden has a higher total fertility rate then most of the Western European countries (1.9 children per woman in 1994).

Where Swedish child-care facilities are concerned, reference is made to Article 11.2. sub-paragraph (c).

Parenthood training

In the last few years, various trial projects have been launched to inform prospective fathers about child birth and child care. This activity has mainly taken place within the existing parenthood training programmes (which were

described in Sweden's Second Report) carried out at different maternity care centres. At small group meetings, with a focus on men's needs and interests, men have been taught the facts on childbirth, their right to parental leave, how their role will change in the family, sexual problems which emerge after birth and other conflicting situations that can arise and affect the family after childbirth. Assessment of these trial schemes shows that those who have participated in fathers' groups take a larger share of parental leave than the average for men nation-wide, and that the training has been much appreciated and in demand.

Because of the success of these trial projects, the Ministry of Health and Social Affairs and the Swedish Federation of County Councils launched a broadly-based education project for fatners in five counties in 1994. The long term aim was to have such fathers' groups as standard practice throughout the country.

This training project for fathers took place in two stages. Firstly, each county council recruited a number of men who were offered training and counselling. Secondly, these men acted as group-leaders for the fathers' groups directed at fathers as a part of parental training at those maternity care centres included in the project. In all some forty maternity care centres were linked to the project and about 90 men were involved as trainers. The project continued until the end of 1995, and is at present subject to an evaluation.

The role of men

The extent to which fathers make use of parental insurance has been one major starting point in the debate on the role of men. Various efforts have been made to encourage more men to use their statutory right to take leave of absence in order to take care of their children. Parliament has allocated funds to launch information campaigns, as well as funds for trial projects aiming at finding methods to encourage more men to take parental leave.

As mentioned in Sweden's oral statement during the consideration of the third report the Working Party on the Role of Men was replaced, in 1992, by another working group - Fathers, Children and Working Life (the "Father's group"). The task of this new working group was (which was mentioned as well) to address men's use of parental benefits and the obstacles in the labour market that prevent men from taking leave of absence. A starting point for the latter was that children need both their parents, not least the father. In October 1993 the working group presented an interim report suggesting inter alia that three months of the parental leave should not be transferable but reserved for the father. The "Father's group" presented its final report (Ds 1995:2) in December 1994. When presenting this report a "father's month", which was described under Article 4.2, had already been introduced.

Use of parental benefits

An increasing number of fathers use the parental benefit system. On average, half of the fathers use parental leave during the child's first year. However, they use much fewer days than the mothers.

The "ten-day-benefit", which is an additional 10 days of parental leave for the father even if the mother is receiving parental benefit at the same time and for the same child, is, however, often utilized. 79 per cent of the fathers used this benefit in 1993. On average they used nine of ten days. The corresponding figure for 1986 was 83 per cent. Nine of the ten days were used, on average.

The sharing of temporary parent's cash benefit for the care of a sick child is more evenly divided between men and women than parental benefit due to childbirth. In 1993, 41 per cent of the insured persons using this benefit were men. For the last ten years the number of men using temporary parent's cash benefit has been nearly the same. Of the total number of days used in this way, 33 per cent were taken out by men in 1993. The corresponding figure for 1983 was the same.

Statistics in this field is presently being refined so as to make it possible, in the future, to make more detailed observations.

Studies show that fathers employed in the public sector take greater advantage of the parental insurance system than fathers employed in the private sector. The older the father is, the more likely he is to use a higher proportion of the parental benefit. A mother's type of employment does not seem to be a relevant factor. But her educational level matters. The more educated she is, the more common it is for both mother and father to share parental leave. Men in managerial or supervisory positions are more likely to cite problems in taking parental leave, and men in male-dominated occupations must overcome greater resistance than others.

The Government allocated funds to the Centre for Gender Studies at Karlstad University College which will be used in the making of a survey of knowledge about and attitudes to fathers' use of parental leave. The purpose of this survey is to gather facts about the great number of studies, investigations and reports which concern men's use of parental leave.The survey will also include information about the moulding of public opinion carried out in the field for the last twenty years. The examination of attitudes will inter alia make clear women's, men's, employers' and workmates' attitudes to fathers use of parental leave. These studies will be presented in 1996.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

This Article will, as in the previous reports from Sweden, deal with matters relating to violence against women, that is sexual crimes, prostitution et cetera.

Violence against women

Efforts to prevent and eradicate violence against women have had high priority in Sweden in recent years and various measures have been implemented to this end. They include inter alia stricter penalties, procedural improvements, better support for victims of sexual crimes as well as preventive measures.

During the 1990s the range of sanctions has been extended in relation to a number of violent and sexual crimes. The amendments provide better protection in terms of penal sanctions to vulnerable groups, particularly to women exposed to violence and threats, and to children.

As regards trivial assault, molestation and sexual molestation reference is made to the summary record of the 226th meeting (CEDAW/C/SR.226). Besides the stricter penalty for trivial assault (the provision of the crime of assault was quoted in the Second Report from Sweden), it may be added that the maximum prison sentences for molestation and sexual molestation were at same time increased to 1 year (from 6 months) and two years (from 1 year) respectively.

Another reinforcement of the Penal Code is that the crime of sexual exploitation (which, too, was mentioned in Sweden's Second Report) has been classified into two degrees of severity. Accordingly, the punishment is normally imprisonment

of not more than two years (compared with 4 years previously). However, if the crime is to be regarded as more serious, that is so called aggravated sexual exploitation, it can render a person imprisonment for not less than six months and not more than six years.

As mentioned in the Third Report from Sweden the Injured Party's Counsel Act was introduced in 1988. Under this Act the victim of a crime of violence is entitled to free legal counsel during police investigation of the case and trial. The costs are paid for by the State. In 1991 and 1993 the possibilities to get free legal aid was extended. At present a personal counsel is in principle available in all cases of sexual crime but can also be provided for in other cases, for example assault. A victim of a crime taking place outside Sweden is also entitled to free legal aid and other support. Both the Injured Party's Counsel Act and the Restraining Orders Act (the latter was also mentioned in the Third Report from Sweden) are presently subject to an evaluation.

Apart from extensive amendments being made to improve the legal framework related to violence against women, several other measures have also been undertaken. Hereby reference is made to the summary record of the 226th meeting (CEDAW/C/SR.226).

As regards the trend concerning the number of cases of assault and rape reference is made to the summary record of the 226th meeting (CEDAW/C/SR.226). It may, however, be added that the latest statistics show that 1608 rapes were reported to the police in 1993, a majority of which were committed indoors.

The Commission on Violence Against Women

In 1993 the Government appointed a commission - the Commission on Violence Against women - to review all issues related to violence against women and to recommend further measures to counteract this violence. The Commission was in particular charged to present its proposals from a female perspective.

In April 1994 the Commission presented an interim report to the Government, whereby the setting up of a national centre for battered and raped women was proposed. In May the Government made SEK 3 million available for the setting up of such a centre at the Academic Hospital of Uppsala, a city around 70 kilometres north of Stockholm. Another SEK 3 million was granted by the County Council of that region. The centre is to provide medical examination, treatment and support to women subjected to violence as well as counselling around the clock. Furthermore the centre will develop research on ways and means in which the medical system receive women subjected to violence.

In its final report, which was presented in 1995, the Commission proposed certain comprehensive amendments to Chapter 6 of the Penal Code which concerns sexual crimes. Some of the main proposals were as follows:

- A new crime entitled "breach of woman's peace" should be introduced into the Penal Code. This crime primarily involves violence and other abuses directed at women in close relationships with men. The aim of the provision is to deal with certain types of behaviour which are not subject to criminal sanctions but which effectively contribute to establishing a situation characterized by mental terrorization, of which this crime is one expression. In addition, a number of various acts should be taken into account which are already subject to criminal sanctions under various laws, for example assault and unlawful threat. In establishing criminal liability, it should be sufficient to define the nature of the various deeds subject to sanctions in a more precise form and to establish that they have been carried out within a specific period of time. It should not be necessary to describe each individual act of abuse in detail. The penalty for such an offence should be imprisonment for not less than one year and not more than six years.

- The Commission is of the opinion that there is no reason for restricting rape offences to acts of sexual intercourse or sexual acts which are comparable with intercourse. All acts whichs are currently encompassed by the concept of "sexual intimacy" (a wide concept which besides sexual intercourse or sexual acts

comparable with intercourse inter alia includes attempts of sexual intercourse) in the Penal Code should be covered by the provisions against rape. However, the new expression "sexual exploitation" should be used instead of the concept of "sexual intimacy", which is associated with the idea of a voluntary and mutual sexual act between two persons.

- Another proposal is that sexual abuse of a child under the age of 15 should, in a new provision, be punishable in a manner which corresponds to the penalty for rape of an adult woman. This should, however, apply irrespective of whether or not compulsion is involved, that is even if the child has not offered resistence in any form. The crime should be classified in terms of three degrees of severity, as in the case of rape offences, and with the same scale of penalties.

Furthermore, the Commission proposes several amendments to the act prohibiting female genital mutilation. The maximum penalty for a typical offence should be doubled from two years to four years of imprisonment. The minimum penalty should always involve imprisonment. The penalty for a serious offence should be imprisonment for not less than two years (increased from one year) and not more than ten years.

The Commission also proposes several measures to improve the methods which different public authorities (the social services, the health and medical services as well as different judicial authorities) are using to deal with cases linked with violence against women. An information campaign to increase the awareness of the social problem which violence against women represents is also proposed.

The Commission's report has circulated for comments to a very large number of authorities and organisations, and the Government will take action on the proposals in 1997.

Measures to combat prostitution

As regards the criminalization of procuring reference is made to Sweden's Second Report. However, in Sweden neither the exploitation of prostitutes nor the prostitution itself is a criminal offence, unless it involves sexual relations with minors.

Recently, a Government Committee has, however, made a study of the feasibility of making prostitution punishable. The Committee, which presented its report in the spring of 1995, proposed inter alia a criminalization of both buyers and sellers of sexual services.

According to the Committee, criminalization would, however, demand the allocation of adequate resources for criminal investigation and for rehabilitation. If resources were deemed insufficient for reinforcing both social policy measures and policing, one should, for the time being, refrain from making the sex trade punishable and instead concentrate on social policy measures. The latter should inter alia include the establishing of a national centre, which would co-ordinate different measures taken to combat prostitution.

Organised prostitution is, according to the Committee, very limited in Sweden. Every year an estimated 2 500 women in Sweden sell sexual services. In 1993, the number of women walking the streets has been estimated at about 650. The others are to be found in less visible indoor prostitution, in massage parlours, in residential prostitution, in escort services and in call girls activities. About half the women prostitutes on the streets are abusers of drugs or alcohol. The average age of women walking the streets has increased slightly. The number of very young women walking the streets is small. Above all, this is attributed to the work done by the social services and the police to prevent young women becoming established as prostitutes.
After being circulated for comments to various public bodies and other organisations the question of sex trade is now taken into consideration within the Government.

Part II

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

As in the previous reports comments under this Article will be made on sub-paragraphs (a) - (c) in that order.

Electoral Turnout

The electoral turnout in Sweden continues to be high and in the 1994 election it was about 87 per cent. Women over 50 years of age have a stable participation rate over 90 per cent. And in 1994 women between 50 and 54 years of age had the highest participation rate at 93 per cent.

Parliament and Government

The number of women Members of Parliament continues to increase. Of the 349 MPs, 141 (40%) were women after the last election in 1994. The following table shows the percentage distribution of women and men MPs within the seven parliamentary political parties. (The Green Party is back in Parliament after the last election.)

Composition of Parliament, 1994

Political party	Number		%	
	Women	Men	Women	Men
Moderates	22	58	28	72
Centres	10	17	37	63
Liberals	9	17	35	65
Social Democrats	77	84	48	52
Left Party	10	12	45	55
Green Party	8	10	44	56
Christian Democrats	5	10	33	67
All political parties	**141**	**208**	**40**	**60**

Source: The Parliament of Sweden

In the 16 Parliamentary Standing Committees, the number of women has also increased. After the 1994 election, 43 per cent of the seats were held by women and 57 per cent by men. The Standing Committee on Foreign Affairs had the highest representation of women (59 per cent). Four of the Committees had a women representation of 53 per cent, namely the Justice, Civil Law Legislation, Social Insurance and Cultural Affairs Committees. Seven Standing Committees were chaired by a woman.

The Swedish Government is composed of 11 women and 11 men (November 1995). 8 women and 16 men were Secretaries of State. After the 1994 election a woman was appointed Prime Minister and Minister for Equality Affairs. The other female Ministers were responsible for matters concerning justice, foreign affairs, social affairs, transport and communications, education, agriculture, culture, public administration and environment.

Municipalities and County Councils

Among the municipal counsellors there were 41 per cent women and 59 per cent men in 1995. The corresponding figures for the County Councils were 48 women and 52 per cent men respectively (which is an increase of women with 5 percentage points since 1991).

Employer and employee organizations

Although the representation of women within the employer's and employee's organizations has increased in recent years, it is still low. The following figures apply for 1995, except the figure for TCO which applies for 1994.

In the Swedish Trade Union Confederation (LO) 46 per cent of its 2.2 million members are women, but only 27 per cent of the representatives of the Confederation's Executive Board. The Confederation of Professional Associations (SACO) has just over 320 000 members, of which 41 per cent are women. In the Confederation's Executive Board there is 33 per cent women. Of the 36 members of the Executive Board of the Swedish Employers Confederation (SAF) there is only one woman member at present. The Confederation of Professional Employees (TCO) has over a million white-collar members, of which 58 per cent are women. In the organization's Executive Board 22 per cent are women (in 1994).

It deserves to be noted, however, that active efforts are being made within these organizations to increase the number of women both as representatives in decision-making bodies and as officials in higher positions.

Government Boards

In Sweden, policy is usually laid down by small central ministries and carried out by larger government agencies.

The Government pursues a ten-year plan, established in 1988, according to which female representation in the boards of government agencies and authorities as well as in public committees of inquiry was to reach 30 percent in 1992, 40 per cent in 1995 and 50 per cent in 1998. The target of 30 per cent for 1992 was reached that year. The target for 1995 was reached at central level.

By July 1, 1995, women had been appointed to 42 per cent of the assignments in the 114 boards at central level, an increase of 3 percentage points since 1994. About 33 per cent of the central boards were chaired by women. At regional level, however, the situation, in 1995, was less favourable. There were 34 per cent women in the 144 regional boards, an increase nevertheless of three percentage points since 1994.

Seen in a long term perspective, women have increased their participation in the central boards from 28 per cent in 1988 to 42 per cent in 1995, and in the regional boards from 15 per cent in 1988 to 34 per cent in 1995.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

An interministerial working group has been established within the Ministry for Foreign Affairs with the aim of creating possibilities for increased recruitment of Swedish nationals to international organizations. An important aspect of the working group's work is to endeavour to increase female candidates.

The latest information regarding the Swedish representation in international organizations indicates the situation in December 1995. Then six Swedish women had positions at D-1-level in IFAD, UNAIDS, UNESCO, UNICEF (a number of two) and the UN Secretariat. In UNFPA, WFP and WHO three Swedish women had positions at D-2-level.

In the case of those in the higher grades working at the Swedish Ministry for Foreign Affairs in 1995, there were 11 women and 82 men with the rank of Ambassador or Consul General. The corresponding figures for 1990 were six and 86 respectively. In five years there has thus been an increase of about five percentage points.

As stated in Sweden's Third Report, the overall goal in the equality plan for the Swedish Cabinet Office is that at least 20 per cent of the executive positions should be occupied by women by the year 1995. At the Ministry for Foreign Affairs the proportion of women in 1995 was 17 per cent, which nevertheless constitutes an increase of nine percentage points since 1990.

Article 9

9.1 States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

The rules concerning Swedish citizenship were described in Sweden's Second Report.

The Third Report from Sweden contains a brief description of the Swedish engagement in supporting immigrant women's organizations.

Article 9

9.2 States Parties shall grant women equal rights with men with respect to the nationality of their children.

The rules concerning children's citizenship were described in the Second Report from Sweden. Reference is also made to Sweden's Third Report.

Part III

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women;

The Swedish educational system was described in brief in the Second Report from Sweden. Since then, as mentioned in the oral statement during the consideration of the third report, the system has undergone some changes relating to the allocation of resources and control - from state centralisation to local decentralisation (see the summary record of the 226th meeting, CEDAW/C/SR.226).

Parliament sets up clear goals and the responsibility for organizing and implementing school and university activities rests with the municipalities and each university respectively. As a consequence of this policy the national administration of the educational system has been changed.

In 1992 the National Board of Education and the National Board of Universities and Colleges respectively were superseded by far smaller central authorities, and the regional level of school administration was abolished. The aim is a goal-and-result oriented policy which, in its turn, should increase the possibilities of municipalities and universities to adapt and adjust national goals to local needs.

Clear goalsetting for gender equality in school has existed in Sweden since the late 1960s. The recent change in the allocation of responsibility levels which was made by the Government included the creation of the National Agency for Education. This is a main central authority for supervision of the school system.

Its foremost tasks include responsibility for national follow-up, evaluation and supervision of all activities, and for central development work within the school sector.

New nationwide curriculas for compulsory, upper secondary and adult education have entered into force. They lay down goals and guidelines of a general nature and i.a. stipulate that equality between women and men is a basic right and a basis for all education.

In 1995 Parliament decided on a Government Bill on equality between women and men within the education area. Amendments to the School Act was made to require employees in the school to assume specific responsibility for promoting equality between women and men.

According to the School Act, all "children and young persons... regardless of sex, geographic residence and social and economic status, shall have equal access to education in the public schools." The School Act also makes every municipality responsible for reporting what steps it intends to take to achieve these national goals. The local authorities are bound by law and regulations to provide a number of basic services for which they receive subsidies from the Government. In practice, it is the responsibility of the local authorities to ensure that Swedish schools uphold equivalent standards all over the country. Every municipality is required to set out the general objectives for its schools in a school plan, adopted by the municipal council. The municipality is obliged to follow up and evaluate the school plan and to provide the State with reports on facts and circumstances of relevance for assessment of educational activities. In addition, every school has to devise a work plan, based upon the curriculum and local priorities. The work plan is also to be followed up and evaluated.

Equality within the universities and higher educational institutions has been a legal requirement since 1992. The Higher Education Act (see the summary record of the 226th meeting, CEDAW/C/SR.226) and the Ordinance for Higher Education state very clearly that every university and higher educational

institution within the public education system must promote equal opportunities between women and men, in education as well as in administration. In the above 1995 Bill on equality between women and men several proposals were presented to accelerate development and change the male domination of the academic world in both the short and the long term. Active measures to promote equality in higher education according to the proposals in the Bill are now under way.

Article 10

States Parties ... ensure

10 (a)	The same conditions for career and vocational guidance, for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical and higher technical education,as well as in all types of vocational training;

Primary, secondary and upper secondary schools

The plan of action for equality in education for the 1988-93 five-year period was described in the previous report. The goals established in the plan were mostly quantitative, for example, that neither sex should constitute fewer than 40 per cent of the students in each educational programme, that the drop-out rate among girls in course programmes dominated by boys should not exceed that of boys, and that the proportion of women among school-leaders should increase to at least 20 per cent during the five-year period. An assessment of the efforts made in the course of the plan of action shows that there is a tendency for girls and boys to choose study programmes more equally now than five years ago, but that the change is very slow. The drop-out rates among girls do not exceed those of boys when comparing girls and boys in course programmes dominated by the opposite sex.

The previous report contained a table showing the percentage of girls in course programmes in upper secondary schools for 1985 and 1989. Since there has been a change of curriculum for upper secondary school during 1992-1995, it is impossible to present the corresponding figures for today. Upper secondary education is now organized into sixteen nationally defined programmes, partly designed with a view to achieving a more even gender balance. The sixteen programmes are structured so as to attract both girls and boys. All programmes, whether vocational or pre-university, are of three years' duration. There is still a large degree of sex segregation in the choices for programmes.

Efforts to fight gender-based differences have been focused on girls' choices of study programmes. The girls' choices have been defined as the crucial problem in that they will become handicapped in the labour market if they avoid science and engineering programmes. Some efforts have also been made to make boys choose study programmes within the field of health and care services. The pedagogical planning and content of the tuition have not received the same attention as study and vocational choices.

However, experience shows that equality must be mainstreamed in the teaching process in order to give boys and girls de facto equal opportunities in education. The important thing is to create a classroom environment that appeals equally to girls and boys, to awaken their interest and encourage both sexes to select subjects in a less stereotyped way. This means that teachers and school managers must learn more about the different conditions for boys and girls at school, so that they can take the necessary action to counteract prejudice and gender related problems.

In accordance with the national curriculum, co-education is the standard format for teaching in Sweden. However, as mentioned in the third report both boys and girls benefit from being taught in separate groups. Some experimental and research projects are underway, aiming at acquiring more knowledge on the effects of separating girls and boys during parts of a school day.

In 1993, the Ministry of Education appointed a special group on Female and Male in schools in order to collect and systematically review the available knowledge concerning the impact of gender roles on the development and schooling of children and young adults. A final report, including proposals to the Government, was submitted in 1994.

In the Government Bill on equality between women and men within the education area (1995) it was stressed that the issue of equality must very largely deal with work that is being done in the class room and the whole process of learning in the school. Teachers must have sufficient knowledge and competence to be able to focus their teaching on issues that interest boys and girls and which relate to their often different experiences. It was therefore decided to give a greater priority to incorporating equality as an area of knowledge in training programmes and in service training programmes for teachers and headmasters.

Higher education

As reported earlier the proportion of women among all first year students at the Swedish universities is larger than that of men. Male students have dominated the extended programmes (at least three years), partly due to a sex-related and traditional choice of programmes made in upper secondary school. This situation has changed, however. In 1994, 63 per cent of all who graduated from post-secondary education (120 - 140 points) were women. Women and men still tend to choose study programmes in a sex stereotyped way. In most fields of post-secondary education there have only been minor changes during the last 8 - 10 years.

In post graduate studies, the picture is largely unchanged. 38 per cent of newly admitted research students and 30 per cent of those completing postgraduate studies are women.

Within the higher education system women constitute 29 per cent of all teaching staff. 26 per cent of research assisstants and 21 per cent of senior lecturers are women. However, only 7 per cent of the professors are women.

In 1992 a working group was appointed at the Ministry of Education and Science to monitor efforts to promote equality between women and men in the higher education system and propose steps to increase the number of female graduate students (reference 9s made to the summary record of the 226th meeting. CEDAW/C/SR.226). The group has presented several proposals. On the basis of these proposals and other material set forth. Parliament has decided on a ten-point programme. Its aim was to increase the number of women in research and postgraduate studies.

Some examples of activities mentioned in the ten-point programme now in progress:

- The Standing Committee on Compulsory Education is allocated SEK 5 million per year for each of three years for new ideas to increase female recruitment to the technical courses.

- SEK 7.75 million per year are set aside as part of the allocation for specific research expenses to promote equality at universities and university colleges (1993/94—1995/96). University colleges are encouraged to submit programmes to the Ministry of Education and Science as a basis for deciding on the distribution of funds.

- Subsidies to the University College of Luleå have been raised by SEK 1 million for research/postgraduate studies in Women and Technology.

- A national equal rights prize of SEK 250,000 has been established and is once a year awarded to an institution/faculty with the largest increase in women graduates among postgraduate students or to the faculty with the largest increase in the percentage of women lecturers.

In the above 1995 Bill on equality between women and men within the educational area the Government has made several proposals to increase the number of women in postgraduate education. Parliament approved of the proposals.

Examples of the proposals which are now being implemented:

* *Introduction of recruitment goals*

For the next three-year period (1997 - 1999), gender distribution goals will be introduced for recruiting professors to universities and university colleges.

* *SEK 30 million have been set aside for postgraduate positions*

SEK 30 million, sufficient for approximately 120 doctoral positions have been set aside as a special investment to increase the number of female doctorates.

* *SEK 14 million have been set aside for postdoctoral fellowships for women*

In order to provide better financial opportunities for women who wish to attain international qualifications abroad SEK 14 million, sufficient for approximately 40 postdoctoral fellowships, have been set aside.

* *SEK 64 million have been set aside for research assistant positions and professorships*

SEK 30 million (90 research assistants) have been set aside for new research assistant positions, while SEK 34 million (30 professorships) have been set aside for new professorships in order to achieve a more equal gender distribution. The universities and university colleges have been given the responsibility of handling the whole process of recruitment. In connection with appointments to these positions, positive discrimination should be applied where necessary.

* *SEK 7.5 million have been set aside for guest professorships*

The resources are intended primarily for around 10 guest professorships in natural sciences and technical areas, where there are as yet relatively few female Swedish researchers establishing careers at high levels.

* *Sexual harassment to be counteracted*

A regulation requiring universities and university collages to act in such a way that students are not exposed to sexual harassment has been introduced into the ordinance on higher education.

In January 1995 a special commissioner was appointed by the Government to investigate the possibilities to find new ways of giving support to and disseminate information on research conducted from a gender perspective. A final report will be presented by the commissioner at the end of 1995.

Article 10

States Parties ... ensure

10 (b)	Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

Teachers and school leaders

There is a tendency towards a stronger domination of women among compulsory school teachers since the previous report. The younger the pupils are, the larger is the proportion of women teachers. Among school leaders the sex distribution has become more equal.

Percentage of women teachers/principals* etc. in compulsory and upper secondary schools, 1983-1994

Occupational group	1983	1987	1989	1994
Junior-stage teachers	99	98	98	86
Intermediate-stage teachers	64	66	66	69
Teachers, all compulsory schools	67	69	69	72
Headmasters/mistresses, compulsory schools	8	12	13	50
Directors of studies, compulsory schools	25	31	33	45
Upper-secondary school teachers	43	44	44	47
Headmasters/mistresses, upper secondary schools	15	19	20	30
Directors of studies, upper secondary schools	31	33	33	41

Source: Statistics Sweden, Educational Statistics

* Principals = headmasters/headmistresses plus directors of studies

On account of the decentralization of the responsibilities for school management almost all municipalities have changed the organization of work in their school administration and merged the administration of child care and the administration of compulsory schooling into a single unit. This change has attracted women and nowadays they are applying for jobs in school management more frequently than before, and the proportion of women as school leaders is 50 per cent.

In 1989, the Government offered grants to teacher training colleges for projects aiming at designing courses on the promotion of equality between women and men. Many of these courses are now integrated in the teacher training programmes. Knowledge of equality affairs is part of the degree description for all teacher training programmes since 1994.

In order to develop courses on equality for future pre-school teachers and recreational leaders, the Government funded projects at nine colleges that provide training in these occupations in the fiscal year of 1991/92. The projects are now terminated and courses on equality between women and men are integrated in the course programmes at these colleges.

Article 10

States Parties ... ensure

10 (c)	The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaption of teaching methods;

Article 10 (a) and (b) give information on measures which have been taken in this field.

The Government has allocated SEK 17 million, during five years (1993–1997), to the National Agency for Education and the National Agency for Higher Education to carry out a wide-ranging programme from compulsory school to post-secondary education, aimed at developing both the content and type of training within the engineering courses at all levels to make them more attractive and better adapted to female students. Furthermore, new teaching system ideas are being tested by the building up of science centres in different parts of the country. Each centre is totally independent of the others. Children can visit these centres and learn by making their own experiments, thus learning different technologies the easy way. The Government has granted SEK 6 million during 1994 and 1995 for the development of such centres. Another important trial area

since 1992 has been the introduction of a "basic year" at the university where students from non-technical courses have an opportunity to study basic science. After this introductory course, they are ready to join the normal stream of technical studies.

Article 10

States Parties ... ensure

10 (d)	The same opportunities to benefit from scholarships and other study grants;

There have been no changes in this sector since Sweden's previous report.

Article 10

States Parties ... ensure

10 (e)	The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

In order to give adults the opportunity to acquire an education equivalent to that which young people get in the compulsory and upper secondary schools, the municipalities offer adult education programmes. The municipal adult education system is targeted mainly at people with little formal education who need training to enter or continue working in their occupation. The last three decades have seen a great expansion of municipal adult education and employment training. Almost two thirds of the students in the municipal adult schools are women.

Municipal adult education 1991-1994

Number of pupils in 1 000s

Level	1991		1994	
	W	M	W	M
Compulsory school courses	18	10	23	14
Upper secondary school courses:	43	27	67	37
Supplementary training	24	9	3	2

Source: Statistics Sweden, Educational Statistics

Employment training programmes are arranged for many different occupations, but the courses are primarily aimed at the types of work which offer good prospects of permanent jobs. Employment training is free of charge and participants receive training grants equal to unemployment benefit or a specific amount. About 45 per cent of the participants are women (1994).

Article 10

States Parties ... ensure

10 (f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely:

No major changes have been made since Sweden's previous report.

Article 10

States Parties ... ensure

10 (g)	The same opportunities to participate actively in sports and physical education;

No changes have been made since Sweden's previous report.

Article 10

States Parties ... ensure

10 (h)	Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

No changes have been made since Sweden's previous report.

Article 11

11.1 States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality between men and women, the same rights, in particular:

The principal legal instrument whereby discrimination against women in the labour market can be overcome is the Equal Opportunities Act, which was described in the oral statement during the consideration of the third report (see the summary record of the 226th meeting, CEDAW/C/SR.226) and under Article 2 in this report.

As described in the previous reports the principle to secure the right to work is laid down in the Swedish Constitution. Full employment is a main goal for the labour market policy. All individuals, women and men, shall be able to achieve economic independence through gainful employment.

Besides legislation, active measures with the aim to change attitudes and eliminate structures that contribute to the maintaining of a sex-segregated sharing of jobs, both in the labour market and in the home, are of great importance. Furthermore, means and measures to promote equality between women and men must be mainstreamed into all activities within the labour market policy. The gender perspective must be taken into consideration when factual material is presented as a basis for political decisions. Before decisions are taken their consequences for women and men must be clarified.

In order to make it possible to carry out gender perspective analysis on the development of the labour market, the Government has commissioned the National Labour Market Administration to present all labour statistics segregated by sex.

Although women and men in Sweden work almost to the same extent they have different conditions both in the labour market and at the workplaces. Despite many efforts women and men still work in different sectors and do different jobs when they work in the same sector. This vertical and horisontal segregation is one of the major obstacles to equal opportunities between women and men. The sex-segregated labour market is thus an issue of the very terms on which women and men are employed: the working hours, status, working environment and pay.

The setting up of a plan of action for 1988-1993 has been an important factor to promote equality in the labour market. It has contributed to increased attention to the issues and to a higher degree of commitment for change. Studies and projects in ...portant fields for women have resulted in new knowledge and experience which in turn have led to refined methods and more specified and extensive programmes. The need to integrate a gender perspective into all labour market related activities has gained ground.

It has become increasingly evident that the national goals for equality must become more firmly rooted at regional level. In 1994, Parliament therefore acted on a proposal from the Government to make funds available for the setting up of one focal point for equality issues (equality experts) in each of the 24 Swedish counties. These focal points are located at the County Administrative Boards and their main task is to support and act as spur to developments. They should also contribute to strengthening the work for equality at the local level, i.e. in the municipalities. An important task for the equality experts is to co-ordinate state, county and municipal activities in the county, and equality in the labour market is one of the fields given priority to.

An increasing number of female entrepreneurs are seen to be an important contribution to the renewal and growth of the Swedish economy. In 1993, 19 per cent of the new started enterprises were owned by women and 81 per cent by men. The corresponding figures for 1994 were 23 and 69 respectively. Most of the women have started enterprises without employees. For women starting enterprises in rural areas a new form of financial support has been available since 1994, specially designed for the needs of women.

Article 11

States Parties shall ... ensure

11.1 (a)	The right to work as an inalienable right of all human beings;

From 1980 to 1990 the proportion of women in the labour force continuously increased from 77 to 85 per cent, while the proportion of men was stable around 90 per cent. In the end of the 1980s the Swedish labour market became overheated with high labour force participation and very low unemployment. However, due to the economic recession in the early 1990s, employment took a downward turn. During the first years the unemployment rate increased to a larger extent for men than for women. That is now changing, mostly due to the cut downs within the public sector. Women's unemployment rate is going up while men's is going down. Despite the economic recession women has preserved their strong foothold in the labour market. As was mentioned in the Third Report from Sweden there is an ongoing convergence in the employment participation of women and men.

Labour force participation rate and unemployment rate among 20-64 years old, 1980-1994

Year	Labour force participation rate		Unemployment rate	
	Women %	Men %	Women %	Men %
1987	84	89	2,0	2,0
1990	85	90	1,4	1,5
1993	81	85	6,3	9,4
1995	80	85	6,7	8,3

Source: Statistics Sweden, Labour Force Surveys

Since 1990, more men than women in all age groups are unemployed. In 1993 the unemployment rate reached the highest level for a long time in Sweden, but open unemployment has nevertheless been low in comparison with the situation in many other countries. Up to now the contraction of employment has occurred mainly in the private sector, where a majority of men work. Economies and rationalization in public activities have not yet affected the high employment of women in that sector to any significant degree.

The Government has responded to the high unemployment by expanding employment training and temporary job programmes, investing heavily in education and infrastructure and pursuing economic policies which are aimed at creating favourable conditions for the business sector. Agreements have also been made with local authorities and the County Councils on financial support for company training schemes in the public sector.

Article 11

11.1 (b) The right to the same employment opportunities, inluding the application of the same criteria for selection in matters of employment;

As described in the Third Report from Sweden part-time work is still widespread among women. In 1995, 39 per cent of the gainfully employed women (aged 20-64) worked part-time. The corresponding figure for 1987 was 45 per cent. Men's working hours have been rather constant during the period which means that more than nine out of ten are working full-time.

The most significant change concerning women's working hours in recent years continues to be the increase in their full-time employment, which was 61 per cent in 1995, compared with 55 per cent in 1987. The number of women in "long part-time work" (20-34 hours) has declined, while those in "short part-time work" (1-19 hours) have been constant.

When studying the relative high proportion of women working part-time it has to be taken into consideration that paid or unpaid parental leave, which can be combined with part-time work and the right to return to full-time employment, are statutory rights in Sweden. Thus, the switch from full-time employment to part-time employment and vice versa is regarded as normal practice.

Notwithstanding the great efforts made by the Swedish Government to find measures to reduce involuntary part-time work, this problem still remains. The number of people working less than they want to do has increased. In 1989 only 6 per cent of the women and 2 per cent of the men were found in this category. However, in 1995 the corresponding figures were 13 and 5 per cent respectively.

As mentioned in the Third Report fom Sweden the law defines a normal working week as 40 hours. In 1995 actual working hours averaged 36,8 hours per week for persons aged 16-64 (32,8 for women and 40,3 for men). The difference between women and men is due to women's greater share of part time work.

Article 11

States Parties shall ... ensure

11.1 (c)	The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

As mentioned above, the Government has given priority to activities counteracting the sex-segregation of the labour market. Programmes with the aim of finding new models to deal with the segregation are now under way. One example is the Business Leadership Academy. According to a proposal from a special committee on women and leadership the Government decided, in 1995, to allocate funds during two years to support the establishment of the Business Leadership Academy. The purpose of the academy is to create a forum where company managers can exchange knowledge and experience on organizational and leadership development and especially how to recruit more women for leading positions.

From 1993 SEK 30 million per year is allocated to the National Labour Market Administration for projects and staff education to continue their work for breaking down the sex-segregated labour market.

In addition, a Parliamentary Committee has been set up to review general labour market policy. One important aspect of the Committee's terms of reference is to analyse ways and means to break down the sex segregated labour market. The Committee is also charged with the task of analysing all its proposals from a gender perspective.

Moreover, a special investigator has been charged to make a survey of the situation for women (compared with men) on the labour market in the 1990s, with special focus on employment. The investigator shall, too, try to estimate women's future situation on the labour market compared with that of men. The work of these committees will be concluded in the spring of 1996.

Article 11

States Parties shall ... ensure

11.1 (d)	The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

Reference is made to the previous reports from Sweden and to the summary record of the 226th meeting (CEDAW/C/SR.226).

The prohibition in the EqA against unlawful pay discrimination (18 §) and the increasing number of complaints concerning that matter received by the EqO are described under Article 2, sub-paragraph (c), in this report. Article 2 also contains a description of a case on pay discrimination which the EqO brought to the Labour Court recently.

The average pay of women continues to be lower than that of men, even if the differentials are narrow in Sweden in international terms. The

differentials between women's and men's pay is greater among white-collar workers than among blue-collar workers. In 1994, women's wages/salaries in those occupational fields were 75 and 91 per cent of men's respectively. At the same time, women in the public sector women earned on average 84 per cent (Goverment), 87 per cent (Municipalities) and 71 per cent (County Councils) of what men did.

As mentioned in Sweden's oral statement during the consideration of the third report, the Government appointed a Committee, in 1993, to examine the nature and causes of pay differentials between men and women and also the possibilities of rectifying pay discrimination existing on the labour market (reference is made to the summary record of the 226th meeting, CEDAW/C/SR.226, section 20). The Committee presented its report in the spring of 1993.

The report states that pay differentials can be largely explained by the different distribution of women and men by age, occupation, education and other factors, as for example women working part-time to a greater extent than men. However, pay differentials varying between 1 and 8 per cent can only be explained in terms of gender. Such differences in pay are neither objectively justified nor permissible under Swedish law.

The Committee made a number of recommendations to the Goverment. It proposed inter alia a duty for employers who employs more than nine employers to annually make a survey of pay differentials between women and men at the workplace (see also under Article 2, sub-paragraph (b), in this report). Moreover, it proposed that the parental insurance scheme should be changed so as to encourage men to make more use of their right to take parental leave, and that statistics of pay should be broken down by sex.

In 1994, the Government commissioned the Swedish Work Environment Fund to set aside means for research and development work with the aim

to increase knowledge about the setting of wage rates, job evaluation and pay differentials from a gender perspective. This work, which will continue for three years, shall be reported to the Ministry of Labour annually.

Good statistical information, with a breakdown by sex, about the pay of women and men, and of pay developments is a prerequisite for narrowing pay differentials between women and men. Statistics Sweden has therefore been commissioned to develop more comprehensive official statistics on women's and men's pay.

Beyond the work performed by the EqO which has been described earlier in this report, it may be added that the EqO has published two books (in 1995), one concerning pay discrimination and another concerning job evaluation.

Article 11

States Parties shall ... ensure

11.1 (e)	The right to social security particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

Reference is made to the previous reports from Sweden.

The Swedish Parliament has agreed upon the principles for a reformed national old-age pension scheme, which will replace today's old-age pension from the national basic scheme and the national supplementary scheme respectively. There is a broad political consensus on this reform, and the Government plans to present a Bill to Parliament concerning these issues in 1996.

Article 11

11.1 (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

Sexual harassment at the workplaces

Sexual harassment is covered by the EqA (reference is made to the summary record of the 226th meeting) the Penal Code (see under Article 6 in this report), as well as the Work Environment Act (which was described in the Second Report from Sweden). With the support of the latter sexual harassment can in some cases be regarded as a working environment problem. As regards the definition of sexual harassment reference is made to the Third Report from Sweden.

Studies have indicated that sexual harassment is not at all unusual in working life and in the education sector. For instance, a study recently published by the University of Stockholm shows that sexual harassment affects women in the field of academic research, and that the careers of some women researchers are thwarted by male superiors when sexual advances are refused. Common to these occurences is that they are unwelcomed, forbidden and invisible.

In 1993 the Government set aside SEK 2 million for action-oriented workplace projects in order to support employers and unions in their efforts to find effective methods to prevent sexual harassment of women. The Government granted funds to 11 projects, several of which aim at surveying the occurence of sexual harassments. The projects are carried out by universities, employer and employee organizations, and county councils. Experience gained in these projects shows inter alia that it is

difficult to deal with this type of problem. Women who have been harassed usually do not want to talk about it. They consider the problem to be personal and do not want to involve the employer or the union.

As mentioned in Article 2, sub-paragraph (c), the EqO receives several complaints concerning sexual harassment each year. In this context, it has to be emphasized, however, that sexual harassment is, as mentioned above, a largely hidden problem with a more extensive spreading than the number of complaints to the EqO and the trade unions tells us. Finally, it deserves to be mentioned that the EqO is currently at work with a handbook concerning sexual harassment.

Article 11

11.2	In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:
11.2 (a)	To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;
11.2 (b)	To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority of social allowances;

Reference is made to the previous reports from Sweden.

Article 11

States Parties shall ... ensure

11.2 (c)	To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

Sweden's Second Report provided a description of the organization and financing of the child-care facilities in Sweden.

The Third Report from Sweden presented a report from a Government-appointed Working-group with the task to make an inventory of possible actions in order to meet the demand for child-care facilities. In its report this Working-group proposed inter alia that all children up to 6 years of age should have a legal right to a guaranteed child-care facility provided by the local authority by January 1, 1993.

As mentioned in the oral statement during the consideration of the third report this goal was not reached in all municipalities by the end of 1992 (see the summary record of the 226th meeting, CEDAW/C/SR.226).

From January 1, 1994, the Social Services Act was amended so as all parents who ask for child care are by law guaranteed a place in pre-school day-care-centres for a child of 1-6 years old, and in leisure time centres for a child 7-12 years old.

Each municipality is responsible for informing parents of available child care options. The National Board of Health and Welfare has worked out a pedagogical programme for Swedish pre-schools, including operating

rules and basic quality standards. Those working at day care centres, pre-schools and youth recreation centres for school children must have the adequate training or experience to ensure that the children's needs of care and good educational activity are met. The groups of children must not be so large that these needs cannot be fulfilled. Most day care centres are municipally owned, but others are run on a cooperative basis by parents or day care centre employees.

Since January 1992, private day care centres have enjoyed greater eligibility for State operating subsidies, thereby broadening the scope for experimentation with new child care models. The family itself pays a monthly fee of about SEK 1 200 - 1 700 per child, which covers approximately 15 per cent of actual costs.

In 1993 more than half of all pre-school children had a place in the municipal child care system, and nearly a third of all school children aged 7 - 12 years had a place in the leisure time centres.

Article 11

The States Parties shall ... ensure

11.2 (d)	To provide special protection to women during pregnancy in types of work proved to be harmful to them.

Reference is made to Sweden's Second Report, Article 11.1, sub-paragraph (f).

Article 11

11.3 Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

As was described in Sweden's Third Report under Article 11.1, sub-paragrph (f), the National Board of Occupational Safety and Health has issued a Directive prohibiting the employment of pregnant women in diving occupations. The reviews of legislation in this field is a task for that Board. Sweden's general approach to the issue of protective legislation for women is, however, that such legislation should be used with restraint.

Article 12

12.1 States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

12.2 Notwithstanding the provisions of paragraph 1 of this Article, States Parties shall ensure to women appropriate service in connection with pregnancy, confinement and the postnatal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

As regards health care and family planning reference is made to Sweden's Second Report.

In 1992, an Institute for Public Health was established in Sweden. One of the Institute's five programme areas concerns women's public health. The programme statement points out that legislation, research, education, working life, medicine and other treatment, etc. are mostly based on men's needs and conditions. Male structures and values are normative in society. An increased awareness is needed for the adequate analysis of the causes of ill health and successful efforts to take action against women's ill health. An important part of this programme will be to analyse and make a cost benefit analysis of political decisions concerning public health, i.e. health effects for women in a broad perspective. The women's health programme consists of three parts, research/knowledge-gathering, practical development work and policy work/public opinion.

Apart from the Institute's own policy development, financial support for research will be granted and professorships on women's health will be established.

The Government, for its part, has appointed a Commission with the task of analysing and proposing measures on issues concerned with the manner in which women and men are treated within the framework of the health and medical care system. Funds have also been allocated for development projects with the aim of integrating issues concerning women's health into the basic medical education, as well as in further training programmes for medical doctors.

In the Second Report from Sweden the provisions of the Abortion Act as well as statistics concerning performed abortions were described.

On January 1, 1996, the Abortion Act was amended in several aspects. The most important change was that a woman who has decided to go through an abortion should be offered counselling, both before and after the interruption of the pregnancy. Up to now it has been the custom to offer counselling only after the 12th week of pregnancy, when an abortion is subject to a special social case-work investigation. The number of abortions carried out in Sweden continues to decrease.

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

13 (a) The right to family benefits;

13 (b) The right to bank loans, mortgages and other forms of financial credit;

The social support benefits were described in Sweden's Second Report, as well as rules concerning bank loans etc.

The overall objective for Sweden's policy for equality between women and men is that both sexes are to have the same rights, obligations and opportunities in all major areas of life. One sub-objective in this context is that women and men shall have the same opportunities to be economically independent. In the Bill to Parliament (1993/94:147) on equality between women and men it is noted that there is no overall cohesive picture of women's and men's access to economic resources, and of the way in which this affects the power exercised by women and men in the family and in society at large.

With this in mind the Government appointed a committee, in 1995, to analyse the distribution of economic power and economic resources between women and men. According to the terms of reference the Committee shall

- survey and analyse the extent to which women and men have the power to create, abolish and amend systems of economic rules and to determine methods for describing and following developments regarding the proportion of women amongst those who have power in the economic sphere.

- survey and analyse the extent to which systems of economic rules encourage or counteract economic equality between women and men and investigate the extent to which economic and political measures are examined from a gender perspective.

- elucidate and analyse the access of women and men to economic resources, the extent of such resources, where they come from (earnings, return on capital, national insurance benefits and other transfer payments), and whether there is a correlation between access to resources and age, region, group or country of origin, and whether there are differences as regards the source of income for women and men who have similar incomes.

- describe and analyse what access to economic resources means for the distribution of power within the family.

The Committee is also free to elucidate other aspects which are important for this assignment and to propose measures which may be justified in the light of the report. It is expected that the Committee will conclude its work in 1997.

Matters related to the new Swedish tax system were described in Sweden's Third Report. As mentioned in the the latter, the Government had appointed a special Committee with the task of evaluating the effects of the tax reform, inter alia whether the tax reform affects women and men differently. This Committee presented its final report in 1995.

One expected effect of the tax reform was, according to the Committee, that the total amount of working hours would increase - especially for well educated people with high incomes (which often are men) - because of lower marginal income taxes. This would in turn result in increased revenues from taxation. According to the Committee it could be expected that men would increase their working hours with five per cent on average, while the corresponding figure for women would be constant. But, then came the economical crisis, and during 1990-1993 the total amount of working hours decreased with 9 per cent. However, studies show that the number of working hours has not decreased so much for well educated people, whose marginal income taxes have dropped substantially, as for people with lower education. On the other hand, the expected alteration of increased work efforts for men compared with women has not taken place.

Article 13

13 (c) The right to participate in recreational activities, sports and all aspects of cultural life.

There are 24 hours each day to be used for work (paid and unpaid), recreation and rest. A great deal of research has been done on the paid work. It has resulted in goods and services that have been given an economic value and are included in the GNP. Unpaid work, though, has generally been invisible in the statistics.

As mentioned in the Third Report from Sweden, Statistics Sweden was charged, in 1990, to make a major study of the way in which women and men use their time. The results of the study, which was conducted during 1990/91, is reflected in the table below. It shows that the time women and men spend on work is about the same, 60-61 hours a week. However, women spend more time on unpaid housework (33 hours a week) and less time on paid work (27 hours a week) than men (for which the corresponding figures are 20 and 41 hours respectively).

Time used for work by women and men 20-64 years of age, 1990/91

Distribution in hours and minutes by type of activity

Type of activity	Women	Men
Paid work	27,16	41,06
Unpaid work	33,17	20,09
House work	17,22	6,36
Taking care of own children	5,12	2,04
Shopping goods and services	3,24	2,28
Maintenace	2,22	4,24
Caring for others	1,03	1,03
Other kinds of work in the home	0,40	0,39
Travelling related to work in the home	3,13	2,55
Total amount of worked time during a week: Hours and minutes	**60,35**	**61,15**

Source: Statistics Sweden

Statistics show that women (about 32,5 hours) have less time a week at free disposal than men (about 35,2 hours). Women's time at free disposal is, on an average, divided upon more and shorter periods than that of men. Young people have more time at free disposal than elderly and parents. Above all, parents with small children have least leisure-time.

Leisure time among ages 20-64, 1990/91

Distribution in hours and minutes by type of activity

Type of activity	Women	Men
TV and radio	10,46	13,36
Socializing	8,33	7.08
Reading	4,20	3,59
Athletics and leisure	2,05	3,08
Hobbies	1,51	1,38
Organizational activities	0,43	0,54
Entertainment and culture	0,25	0,26
Other free time	1,44	1,22
Travelling connected with time at own disposal	2,28	3,09
Total time at own disposal during a week	**32,55**	**35,20**

Source: Statistics Sweden

Women representation in sport

Where participation by women and men in sport is concerned, reference is made to Sweden's Second and Third Reports.

As mentioned in Sweden's Third Report the Swedish Sports Confederation has adopted a six-year-plan of action on equality between women and men for 1989-1995. Recently, a report which inter alia contains an evaluation of the objectives set forth in the plan of action was published.

The plan of action laid down, among other things, that women and men should have at least a 40 per cent representation by 1995 in the advisory and decision-making bodies in the sport. The report shows that the share of women in the governing councils of the Special Sports Federations has increased from 15 per cent in the fiscal year of 1989/90 to 24 per cent in the fiscal year of 1994/95. The corresponding figures for the District

Sports Federations are 18 and 35 per cent respectively. Among the sports with high women representation in governing councils, that is around 50 per cent, are riding, gymnastics, figure skating and orienteering.

Another goal laid down in the plan of action was that nominating committees at all levels elected after 1989 must consist of an equal number of women and men. In the fiscal year of 1994/95 about 32 per cent of the members of the nominating committees of the Special Sports Federations were women. This means an increase of 12 per cent in six years. Moreover, the plan of action lays down that the number of women at top positions in sports (that is as secretary-generals etc.) should amount to at least 30 per cent in 1995. In the fiscal year of 1994/95 about 26 per cent of those at top positions within the secretariats of the Special Sports Federations were women, compared with 18 per cent six years before.

A conclusion which can be drawn is thus, in spite of some positive changes in the 1990s, that much remains to be done in respect of women representation in sport.

The Leisure-time Committee

There is a great need of deeper knowledge about girls' and women's use of public financed leisure-time activities, and how these activities correspond with girls' and women's interests.

Accordingly, the Government appointed a committee on May, 1995, with the task to survey the leisure-time activities for women and men respectively, and to analyse the distribution of public resources to such activities from an equality between women and men perspective. The Committee's final report will be presented in January 1996.

The Committee are inter alia dealing with the following questions:

- What leisure-time activities are typical for women (or girls) and men (or

boys) respectively?

- How are these activities financed?

- What are the costs for the individual?

- What are the reasons for women's and men's choice of leisure-time activity?

Article 14

14.1 States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetary sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this present Convention to women in rural areas.

14.2 States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right: (a) - (h)

The following comments refer to Article 14 in its entirety.

The problems of rural women in Sweden are to a great extent the same as of all women. Because of the sex-segregated labour market, combined with regional differences in economic structure, the availability of jobs for women and men varies from region to region. In rural and sparsely populated areas with job shortages it is especially important to make it easier for women to start their own businesses.

During 1989-1992, the Swedish National Board for Industrial and Technical Development, NUTEK, conducted a special project to increase the number of successful companies run by women. This was a nationwide action to promote women in business.

The next step was to initiate studies of the postion of enterprising women, especially in rural areas. The investigation clearly showed that female entrepreneurship differs in many ways from that of men, and that further support was needed. A three-year-assistance program was launched in many municipalities in the rural areas.

In 1993, SEK 20 million was allocated to NUTEK for the implementation of measures according to the experience from this assistance program. For example have some municipalities been able to get financial support for employing female business advisers.

For women staring enterprises in rural areas a new form of financial support is available since 1994, specially designed for the needs of women (as mentioned under Article 11.1). Furthermore the Government allocates funds available for women entrepreneurs all over the country (also described under Article 11.1 in this Fourth Report).

In 1994 Parliament decided to create regional resource-centres for women as well as a national centre entitled the National Resource Centre for Women (NRC). The responsibility for the building up of the national centre was given to NUTEK. The national centre is to coordinate the work of the regional centres and supply good practices. Research is also an important part of the national centre. One of its most important tasks is to collect information about women's situation in different types of places and regions. A national council for women, which will follow the work of the national centre, has also been established. The functions of the regional centres are to set up development projects for women, to encourage and develop the competence of women in the region and to follow and foster the development of knowledge about and for women.

Part IV

Article 15

15.1	States Parties shall accord to women equality with men before the law.
15.2	States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.
15.3	States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
15.4	States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

Reference is made to Sweden's previous reports. No new developments have taken place in these fields.

Article 16

16.1	States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:
16.1 (a)	The same right to enter marriage;
16.1 (b)	The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
16.1 (c)	The same rights and responsibilities during marriage and its dissoloution;

Reference is made to the Second and Third Reports from Sweden.

Though a slight decrease of percentage, marriage is still the most common way of forming a family in Sweden. There is also a clear tendency for men and women to cohabit, whether or not they have children, without being married.

The number of divorces has been more or less constant since the early 1980s, with a slight decrease since 1985. In 1992 there were 4.29 newly married and 2.53 divorces per 1000 of population, and 12.9 divorces per 1000 married. The corresponding figures for 1994 were 3.90, 2.53 and 13.3 respectively.

As mentioned in the Second Report from Sweden statistics show that the divorce rate diminishes the longer a marriage lasts. Of the 22 296 divorces granted in 1993 the relation between the number of marriages and their duration was as follows: 6 868 (0-4 years), 5 267 (5-9 years), 5 671 (10-19 years) and 4 490 (20 or more years).

Article 16

States Parties shall ... ensure

16.1 (d)	The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
16.1 (e)	The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights.

In 1990 about 79 per cent of all children born in Sweden lived together with both their parents. This marks a slight increase since the time of the Second Report from Sweden when the corresponding figure was 70 per cent.

Moreover, in 1990, about 15 per cent of the Swedish children lived with one of their parents (only 2 per cent with the father) and 7 per cent lived with one of their parents and another adult.

As regards the provisions related to custody in the Parents, Guardians and Children Code reference is made to Sweden's Second Report.

Article 16

States Parties shall ... ensure

16.1 (f)	The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;

Reference is made to the Second and Third Reports from Sweden.

Article 16

States Parties shall ... ensure

16.1 (g)	The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;

Reference is made to the Second Report from Sweden.

Article 16

States Parties shall ... ensure

16.1 (h)	The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

Reference is made to the Third Report from Sweden.

Article 16

States Parties shall ... ensure

16.2	The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

Reference is made to the Second Report from Sweden.